

INDUSTRIAL DISPUTES AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) FRI 26 JUNE 1998

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INQUIRIES

- For further information about these and related statistics, contact Sophie Vassiliou on 03 9615 7058, or any ABS office shown on the back of this publication.

NOTES

FORTHCOMING ISSUES

ISSUE

RELEASE DATE

1998

June 1999

ROUNDING

Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

SYMBOLS AND OTHER USAGES

ABS Australian Bureau of Statistics
ANZSIC Australian and New Zealand Standard Industrial Classification
ASIC Australian Standard Industrial Classification
mfg manufacturing
n.p. not available for publication but included in totals where applicable unless otherwise indicated
— nil or rounded to zero

T.J. Skinner
Acting Australian Statistician

INDUSTRIAL DISPUTES

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) FRI 26 JUNE 1998

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T.J. Skinner
Acting Australian Statistician

MAIN FEATURES

AUSTRALIA

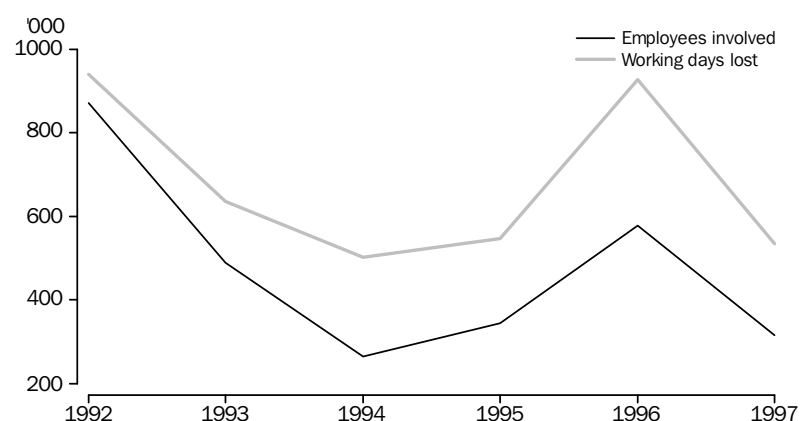
Disputes which occurred during the year

There were 447 industrial disputes reported in 1997, involving 315,400 employees and 534,200 working days lost. This represents the lowest number of disputes recorded for a calendar year since 1940 (350).



Source: Table 1.

The number of employees involved in industrial disputation (directly and indirectly) during 1997 decreased by 45% over the preceding 12 months, (577,700 to 315,400). A significant decrease in the number of employees involved in disputes in New South Wales (201,500 to 72,700) and in Queensland (151,600 to 65,800) were the main contributors to this overall decline.



Source: Table 1.

The number of working days lost decreased by 42%, from 928,500 in 1996 to 534,200 in 1997. This is the lowest figure for a calendar year since 1994 (501,600). The number of working days lost per thousand employees decreased by 43%, from 131 in 1996 to 75 in 1997.

MAIN FEATURES *continued*

Disputes which ended during the year

Of the 444 disputes which ended during the year, 82% of these disputes involved less than 400 employees. These disputes accounted for 112,100 working days lost (25% of the national total). Disputes involving 3,000 or more employees represented only 3% of disputes, but accounted for 186,600 working days lost (42% of the national total).

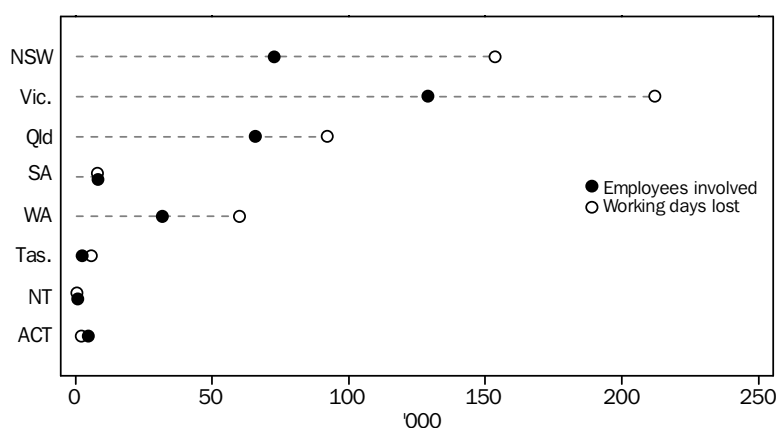
There were 184 disputes which involved less than 100 working days lost and resulted in the combined loss of 7,700 (2%) working days. There were 12 disputes which involved 10,000 or more working days lost and these accounted for 51% of all working days lost.

STATES AND TERRITORIES

Of industrial disputes which occurred during 1997, New South Wales recorded the highest number with 199, a decrease of 32% from 1996. Queensland also recorded a significant decrease in the number of disputes from 138 in 1996 to 86 in 1997 (38%).

Approximately 86% of working days lost from industrial disputation in Australia during 1997 were attributable to three States—New South Wales (153,700); Victoria (212,100); and Queensland (92,000). All States and Territories recorded a decrease in working days lost when compared to the 1996 calendar year, except Western Australia. New South Wales recorded the largest absolute decrease in working days lost (377,900 to 153,700) followed by Queensland, down from 205,400 to 92,000 over the same period. In Western Australia, the number of working days lost increased from 47,300 in 1996 to 60,100 in 1997 while employees involved decreased from 36,200 to 31,700.

The number of employees involved in industrial disputes decreased in all States and Territories during 1997 except in Victoria which reported a small increase from 121,100 in 1996 to 129,100 in 1997. New South Wales reported the largest absolute decrease in employees involved from 201,500 in 1996 to 72,700 in 1997 followed by Queensland, down from 151,600 to 65,800.



Source: Table 4.

MAIN FEATURES *continued*

STATES AND TERRITORIES *continued*

Victoria recorded the highest rate of working days lost per thousand employees in 1997 with 118. From 1996 to 1997 the largest decrease in working days lost per thousand employees occurred in the Australian Capital Territory (148 to 15). Within the Australian Capital Territory, the Construction industry recorded a decrease from 2,023 to 7 working days lost per thousand employees over the same period.



Source: Table 4.

INDUSTRY

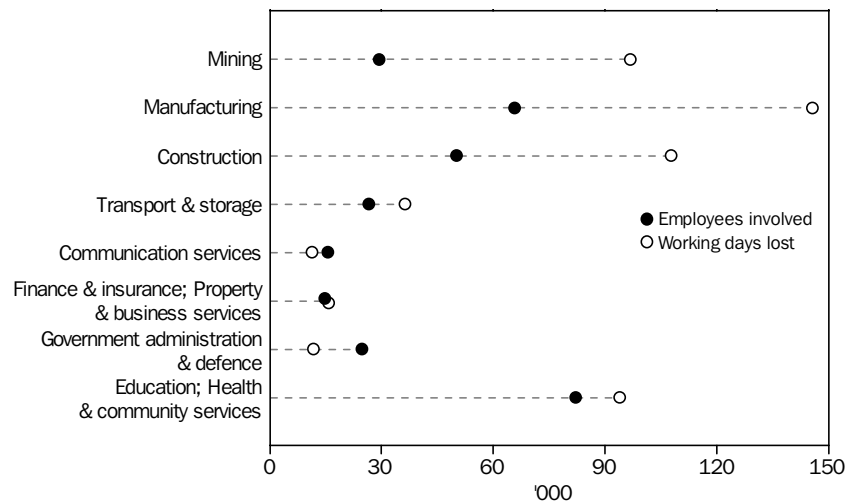
Although the number of disputes reported in the Manufacturing industry (78) represented only 17% of the all industries total in 1997, this industry accounted for the highest number of working days lost with 145,600 (27%). Other industries with significant industrial disputation included Construction with 112 disputes (50,000 employees involved and 107,800 working days lost), Mining with 129 disputes (29,400 employees involved and 96,800 working days lost) and Education; Health and community services with 25 disputes (82,100 employees involved and 94,000 working days lost). The Education; Health and community services industry recorded the highest number of employees involved (82,100) and the Mining industry the highest number of disputes (129).

The Education; Health and community services industry in Queensland recorded the highest number of employees involved (at the industry by State level), with 42,200 followed closely by the Manufacturing industry in Victoria (40,500) and Mining in New South Wales (20,700).

The Manufacturing industry in Victoria recorded the largest number of working days lost (100,400) followed by the Mining industry in New South Wales (58,700), the Construction industry in Victoria (43,700) and Education; Health and community services in Queensland (41,800).

MAIN FEATURES continued

INDUSTRY continued



Source: Table 6.

Working days lost per thousand employees was highest in the Coal mining industry with 4,206, a decrease of 2,965 over 1996.

Between 1996 and 1997, significant decreases in working days lost per thousand employees were reported in the Construction industry (892 to 290) and the Education; Health and community services industries (187 to 73). Increases in working days lost per thousand employees between 1996 and 1997 were reported in the Transport and storage; Communication services (43 to 101), the Metal product; Machinery and equipment manufacturing (146 to 189) and the Other manufacturing industries (70 to 107).

CAUSE OF DISPUTE

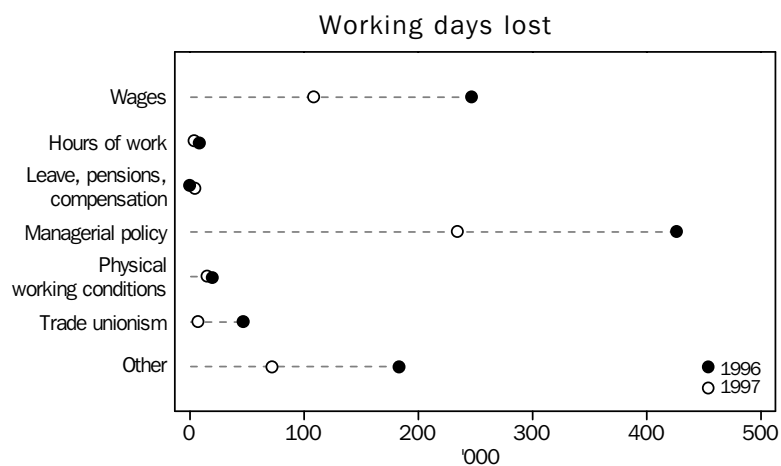
Of disputes which ended in 1997 managerial policy was the major reported cause, accounting for 234,400 working days lost or 53% of all disputes.

Wages and 'other' causes were also significant, accounting for 108,700 (24%) and 71,900 (16%) working days lost respectively.

Managerial policy was the cause of disputation that accounted for the largest number of working days lost in both the Coal mining and Education; Health and community services industries (68,600 and 61,900 respectively), while in the Construction industry, wage claims were the cause that accounted for 49,000 working days lost (61% of the industry total).

MAIN FEATURES *continued*

CAUSE OF DISPUTE *continued*

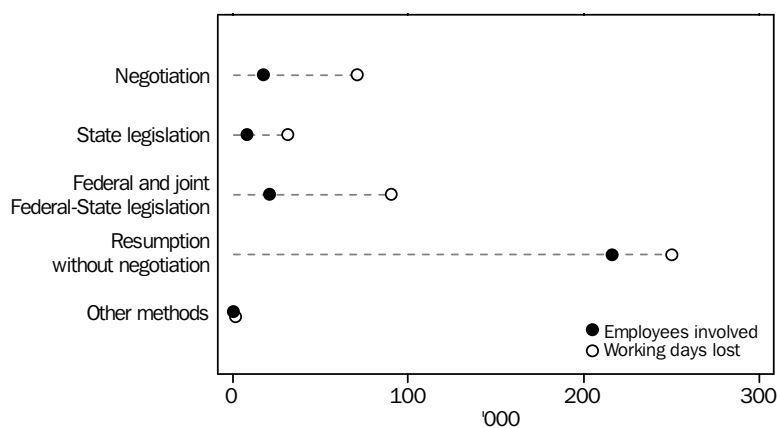


Source: Table 8.

METHOD OF SETTLEMENT

Approximately 68% of all disputes (accounting for 56% of working days lost) were directly ended by resumption without negotiation. Negotiation was the method reported as directly responsible for the settlement of 74 disputes (17% of all disputes).

Within the Construction industry, 27 disputes accounting for 46,300 working days lost (58% of the industry total) were resolved by negotiation.



Source: Table 11.

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1

INDUSTRIAL DISPUTES OCCURRING DURING THE YEAR

| Period | NUMBER OF DISPUTES... | | EMPLOYEES INVOLVED DIRECTLY... | | EMPLOYEES INVOLVED INDIRECTLY... | | TOTAL EMPLOYEES INVOLVED... | | WORKING DAYS LOST... | |
|--------|-------------------------|-------|--------------------------------|-------|----------------------------------|-------|-----------------------------|-------|----------------------|------------------------|
| | Commenced during period | Total | Newly involved(a) | Total | Newly involved(a) | Total | Newly involved(a) | Total | Total | Per thousand employees |
| | no. | no. | '000 | '000 | '000 | '000 | '000 | '000 | '000 | no. |
| 1992 | 726 | 728 | 867.6 | 867.8 | 3.8 | 3.8 | 871.3 | 871.5 | 941.2 | 147 |
| 1993 | 607 | 610 | 482.4 | 482.7 | 6.8 | 6.8 | 489.2 | 489.6 | 635.8 | 100 |
| 1994 | 556 | 560 | 261.0 | 262.7 | 2.4 | 2.4 | 263.4 | 265.1 | 501.6 | 76 |
| 1995 | 635 | 643 | 332.2 | 341.0 | 3.2 | 3.2 | 335.4 | 344.3 | 547.6 | 79 |
| 1996 | 539 | 543 | 575.5 | 577.4 | 0.3 | 0.3 | 575.9 | 577.7 | 928.5 | 131 |
| 1997 | 444 | 447 | 310.1 | 310.5 | 4.9 | 4.9 | 315.0 | 315.4 | 534.2 | 75 |

(a) Comprises employees involved in disputes that commenced during the year and employees newly involved in disputes that continued from the previous year.

2

WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry

| Period | Coal mining | Other mining | Metal product; Machinery & equipment mfg | Other mfg | Construction | Transport & storage; Communication services | Education; Health & community services | Other industries (a) | All industries |
|--------|-------------|--------------|--|-----------|--------------|---|--|----------------------|----------------|
| 1992 | 3 078 | 840 | 309 | 243 | 126 | 192 | 172 | 57 | 147 |
| 1993 | 2 915 | 254 | 426 | 121 | 41 | 37 | 106 | 41 | 100 |
| 1994 | 5 964 | 323 | 117 | 123 | 59 | 137 | 63 | 16 | 76 |
| 1995 | 4 660 | 1 359 | 142 | 160 | 115 | 84 | 57 | 12 | 79 |
| 1996 | 7 171 | 73 | 146 | 70 | 892 | 43 | 187 | 17 | 131 |
| 1997 | 4 206 | 19 | 189 | 107 | 290 | 101 | 73 | 11 | 75 |

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

| Period | NSW | Vic. | Qld | SA | WA | Tas. | NT | ACT | Aust. |
|--------------------------------------|-------|-------|-------|------|------|------|-----|------|-------|
| NUMBER OF DISPUTES COMMENCED | | | | | | | | | |
| 1992 | 278 | 114 | 121 | 32 | 133 | 23 | 20 | 12 | 726 |
| 1993 | 239 | 114 | 125 | 38 | 110 | 19 | 11 | 9 | 607 |
| 1994 | 229 | 106 | 139 | 39 | 82 | 30 | 15 | 9 | 556 |
| 1995 | 283 | 107 | 163 | 27 | 69 | 26 | 7 | 12 | 635 |
| 1996 | 290 | 96 | 136 | 29 | 53 | 17 | 13 | 23 | 539 |
| 1997 | 197 | 109 | 85 | 33 | 69 | 15 | 10 | 14 | 444 |
| NUMBER OF DISPUTES WHICH OCCURRED | | | | | | | | | |
| 1992 | 279 | 114 | 121 | 32 | 134 | 23 | 20 | 12 | 728 |
| 1993 | 241 | 114 | 125 | 38 | 111 | 19 | 11 | 9 | 610 |
| 1994 | 230 | 109 | 139 | 39 | 82 | 30 | 15 | 9 | 560 |
| 1995 | 285 | 110 | 167 | 28 | 70 | 27 | 7 | 12 | 643 |
| 1996 | 292 | 98 | 138 | 30 | 54 | 19 | 13 | 24 | 543 |
| 1997 | 199 | 112 | 86 | 33 | 71 | 15 | 11 | 14 | 447 |
| EMPLOYEES NEWLY INVOLVED ('000)(a) | | | | | | | | | |
| 1992 | 163.3 | 598.8 | 45.4 | 23.2 | 28.7 | 7.6 | 2.7 | 1.6 | 871.3 |
| 1993 | 146.2 | 200.9 | 79.3 | 21.7 | 27.5 | 2.7 | 1.2 | 9.7 | 489.2 |
| 1994 | 118.5 | 50.6 | 55.2 | 15.1 | 15.9 | 5.6 | 1.4 | 1.0 | 263.4 |
| 1995 | 75.3 | 77.6 | 49.4 | 27.6 | 99.4 | 3.2 | 1.7 | 1.4 | 335.4 |
| 1996 | 201.5 | 120.3 | 151.1 | 33.2 | 36.0 | 9.9 | 4.4 | 19.3 | 575.9 |
| 1997 | 72.7 | 128.7 | 65.8 | 8.2 | 31.7 | 2.4 | 0.8 | 4.6 | 315.0 |
| TOTAL EMPLOYEES INVOLVED ('000) | | | | | | | | | |
| 1992 | 163.5 | 598.8 | 45.4 | 23.2 | 28.8 | 7.6 | 2.7 | 1.6 | 871.5 |
| 1993 | 146.4 | 200.9 | 79.3 | 21.7 | 27.6 | 2.7 | 1.2 | 9.7 | 489.6 |
| 1994 | 118.6 | 52.2 | 55.2 | 15.1 | 15.9 | 5.6 | 1.4 | 1.0 | 265.1 |
| 1995 | 76.5 | 79.0 | 54.7 | 27.8 | 99.7 | 3.4 | 1.7 | 1.4 | 344.3 |
| 1996 | 201.5 | 121.1 | 151.6 | 33.4 | 36.2 | 10.0 | 4.4 | 19.4 | 577.7 |
| 1997 | 72.7 | 129.1 | 65.8 | 8.2 | 31.7 | 2.4 | 0.8 | 4.6 | 315.4 |
| EMPLOYEES DIRECTLY INVOLVED ('000) | | | | | | | | | |
| 1992 | 163.4 | 595.4 | 45.3 | 23.2 | 28.6 | 7.6 | 2.7 | 1.6 | 867.8 |
| 1993 | 146.3 | 195.4 | 78.7 | 21.4 | 27.4 | 2.7 | 1.2 | 9.7 | 482.7 |
| 1994 | 118.0 | 50.8 | 55.2 | 14.9 | 15.7 | 5.6 | 1.4 | 1.0 | 262.7 |
| 1995 | 76.4 | 78.2 | 52.6 | 27.8 | 99.7 | 3.2 | 1.7 | 1.4 | 341.0 |
| 1996 | 201.5 | 120.8 | 151.6 | 33.4 | 36.2 | 10.0 | 4.4 | 19.4 | 577.4 |
| 1997 | 72.7 | 126.2 | 65.1 | 7.9 | 30.9 | 2.4 | 0.8 | 4.6 | 310.5 |
| EMPLOYEES INDIRECTLY INVOLVED ('000) | | | | | | | | | |
| 1992 | 0.1 | 3.3 | 0.2 | — | 0.2 | — | — | — | 3.8 |
| 1993 | 0.1 | 5.6 | 0.6 | 0.3 | 0.2 | — | — | — | 6.8 |
| 1994 | 0.5 | 1.4 | — | 0.3 | 0.2 | — | — | — | 2.4 |
| 1995 | 0.1 | 0.9 | 2.1 | — | — | 0.1 | — | — | 3.2 |
| 1996 | — | 0.3 | — | — | — | — | — | — | 0.3 |
| 1997 | — | 2.9 | 0.7 | 0.3 | 0.9 | — | — | — | 4.9 |

(a) Comprises employees involved in disputes which commenced during the year and employees newly involved in disputes which continued from the previous year.

4

WORKING DAYS LOST, States and Territories

| Period | NSW | Vic. | Qld | SA | WA | Tas. | NT | ACT | Aust. |
|--|-------|-------|-------|------|-------|------|-----|------|-------|
| WORKING DAYS LOST ('000) | | | | | | | | | |
| 1992 | 174.3 | 586.4 | 66.3 | 12.2 | 53.6 | 43.0 | 2.7 | 2.7 | 941.2 |
| 1993 | 178.3 | 257.2 | 128.4 | 25.6 | 29.5 | 4.5 | 2.1 | 10.3 | 635.8 |
| 1994 | 223.2 | 87.0 | 133.3 | 18.0 | 27.4 | 4.6 | 7.0 | 1.1 | 501.6 |
| 1995 | 113.6 | 126.1 | 182.7 | 15.3 | 101.6 | 3.5 | 3.6 | 1.2 | 547.6 |
| 1996 | 377.9 | 218.1 | 205.4 | 41.6 | 47.3 | 13.0 | 4.4 | 20.9 | 928.5 |
| 1997 | 153.7 | 212.1 | 92.0 | 8.0 | 60.1 | 5.7 | 0.5 | 2.1 | 534.2 |
| WORKING DAYS LOST PER THOUSAND EMPLOYEES | | | | | | | | | |
| 1992 | 80 | 359 | 61 | 24 | 89 | 271 | 38 | 21 | 147 |
| 1993 | 83 | 157 | 117 | 50 | 48 | 28 | 31 | 75 | 100 |
| 1994 | 99 | 52 | 115 | 35 | 42 | 29 | 103 | 8 | 76 |
| 1995 | 48 | 72 | 148 | 28 | 150 | 22 | 48 | 9 | 79 |
| 1996 | 158 | 122 | 162 | 77 | 68 | 78 | 59 | 148 | 131 |
| 1997 | 64 | 118 | 71 | 15 | 85 | 35 | 7 | 15 | 75 |

5

WORKING DAYS LOST PER THOUSAND EMPLOYEES, By Industry—States and Territories

| State and Territory | Coal mining | Other mining | Metal product; Machinery & equipment mfg | Other mfg | Construction | Transport & storage; Communication services | Education; Health & community services | Other industries (a) | All industries |
|---------------------|--------------|--------------|--|------------|--------------|---|--|----------------------|----------------|
| NSW | 3 484 | — | 146 | 29 | 269 | 59 | 32 | 7 | 64 |
| Vic. | — | 10 | 425 | 229 | 551 | 206 | 83 | 18 | 118 |
| Qld | 5 851 | 3 | 28 | 17 | 51 | 76 | 171 | 9 | 71 |
| SA | — | — | 20 | 72 | 77 | 13 | — | 6 | 15 |
| WA | 13 143 | 35 | 35 | 197 | 524 | 116 | 69 | 11 | 85 |
| Tas. | — | — | — | 90 | — | 22 | 109 | 6 | 35 |
| NT | — | — | — | — | 11 | 37 | 2 | 5 | 7 |
| ACT | — | — | — | — | 7 | 18 | 3 | 19 | 15 |
| Aust. | 4 206 | 19 | 189 | 107 | 290 | 101 | 73 | 11 | 75 |

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

| <i>Industry</i> | <i>Industrial disputes which occurred</i> | <i>Employees involved</i> | <i>Working days lost</i> |
|---|---|-------------------------------|----------------------------------|
| | no. | '000 | '000 |
| <i>Agriculture, forestry and fishing</i> | n.p. | 0.6 | 0.2 |
| <i>Mining</i> | 129 | 29.4 | 96.8 |
| Coal | 124 | 28.7 | 95.7 |
| Iron ore | n.p. | 0.3 | 0.8 |
| Other | 6 | 0.4 | 0.3 |
| <i>Manufacturing</i> | 78 | 65.8 | 145.6 |
| Food, beverage and tobacco | 15 | 17.0 | 37.7 |
| Textile, clothing, footwear and leather | 4 | 3.5 | 8.4 |
| Wood and paper product | 3 | 2.0 | 3.3 |
| Printing, publishing and recorded media | 6 | 2.7 | 8.3 |
| Petroleum, coal, chemical and associated product | 6 | 3.2 | 7.5 |
| Metal product; Machinery and equipment | 55 | 36.4 | 76.9 |
| Other manufacturing | 3 | 0.9 | 3.5 |
| Electricity, gas and water supply | 10 | 3.5 | 13.3 |
| Construction | 112 | 50.0 | 107.8 |
| Wholesale trade; Retail trade | n.p. | 0.1 | 0.1 |
| <i>Transport and storage</i> | 64 | 26.6 | 36.3 |
| Road transport | 18 | 9.0 | 15.6 |
| Rail transport | 13 | 8.3 | 10.9 |
| Air and space transport | 5 | 2.9 | 2.2 |
| Stevedoring | 34 | 4.7 | 3.6 |
| Other transport, other services to transport, storage | 6 | 1.8 | 4.0 |
| Communication services | 19 | 15.5 | 11.4 |
| Finance and insurance; Property and business services | 7 | 14.8 | 15.8 |
| Government administration and defence | 20 | 24.8 | 11.7 |
| Education; Health and community services | 25 | 82.1 | 94.0 |
| Cultural, recreational, personal and other services | 8 | 2.3 | 1.0 |
| Total | 447 | 315.4 | 534.2 |

| Industry | NSW | Vic. | Qld | SA | WA | Tas. | NT | ACT | Aust. |
|---|--------------|--------------|-------------|------------|-------------|------------|------------|------------|--------------|
| EMPLOYEES INVOLVED ('000) | | | | | | | | | |
| Agriculture, forestry and fishing | — | 0.1 | — | 0.5 | — | — | — | — | 0.6 |
| Mining | 20.7 | — | 6.9 | — | 1.8 | — | — | — | 29.4 |
| Coal | 20.7 | — | 6.9 | — | 1.1 | — | — | — | 28.7 |
| Iron ore | — | — | — | — | 0.3 | — | — | — | 0.3 |
| Other | — | — | — | — | 0.3 | — | — | — | 0.4 |
| Manufacturing | 16.9 | 40.5 | 1.3 | 2.6 | 4.3 | 0.1 | — | — | 65.8 |
| Food, beverage and tobacco | 0.3 | 12.1 | 0.9 | 1.3 | 2.5 | — | — | — | 17.0 |
| Textile, clothing, footwear and leather | — | 3.4 | — | — | — | 0.1 | — | — | 3.5 |
| Wood and paper product | 0.6 | 1.4 | — | — | — | — | — | — | 2.0 |
| Printing, publishing and recorded media | 1.1 | 0.6 | — | — | 1.0 | — | — | — | 2.7 |
| Petroleum, coal, chemical and associated product | 0.2 | 2.9 | — | 0.1 | 0.1 | — | — | — | 3.2 |
| Metal product; Machinery and equipment | 14.6 | 19.4 | 0.5 | 1.2 | 0.7 | — | — | — | 36.4 |
| Other manufacturing | — | 0.9 | — | — | — | — | — | — | 0.9 |
| Electricity, gas and water supply | 0.6 | 0.9 | — | — | 2.0 | — | — | — | 3.5 |
| Construction | 11.4 | 28.6 | 2.5 | 1.5 | 5.8 | — | 0.1 | 0.1 | 50.0 |
| Wholesale trade; Retail trade | — | 0.1 | — | — | — | — | — | — | 0.1 |
| Transport and storage | 4.1 | 14.5 | 4.8 | 0.2 | 2.8 | 0.1 | 0.1 | 0.1 | 26.6 |
| Road transport | 1.1 | 6.2 | 0.7 | 0.1 | 0.9 | — | 0.1 | — | 9.0 |
| Rail transport | — | 4.6 | 3.3 | — | 0.3 | — | — | — | 8.3 |
| Air and space transport | 0.4 | 1.0 | 0.3 | 0.1 | 0.8 | 0.1 | — | 0.1 | 2.9 |
| Stevedoring | 1.9 | 1.6 | 0.4 | — | 0.7 | — | — | — | 4.7 |
| Other transport, other services to transport, storage | 0.6 | 1.0 | — | — | 0.2 | — | — | — | 1.8 |
| Communication services | 4.8 | 5.9 | 2.1 | 0.8 | 1.4 | 0.2 | 0.1 | 0.2 | 15.5 |
| Finance and insurance; Property and business services | 6.4 | 3.9 | 2.2 | 1.0 | 0.8 | 0.2 | 0.1 | 0.2 | 14.8 |
| Government administration and defence | 4.3 | 6.5 | 3.7 | 1.4 | 3.7 | 0.8 | 0.4 | 4.0 | 24.8 |
| Education; Health and community services | 2.1 | 27.7 | 42.2 | 0.1 | 9.1 | 0.9 | 0.1 | — | 82.1 |
| Cultural, recreational, personal and other services | 1.6 | 0.5 | 0.1 | 0.1 | 0.1 | 0.1 | — | — | 2.3 |
| Total | 72.7 | 129.1 | 65.8 | 8.2 | 31.7 | 2.4 | 0.8 | 4.6 | 315.4 |
| WORKING DAYS LOST ('000) | | | | | | | | | |
| Agriculture, forestry and fishing | — | — | — | 0.1 | — | — | — | — | 0.2 |
| Mining | 58.7 | — | 29.4 | — | 8.7 | — | — | — | 96.8 |
| Coal | 58.7 | — | 29.4 | — | 7.6 | — | — | — | 95.7 |
| Iron ore | — | — | — | — | 0.8 | — | — | — | 0.8 |
| Other | — | — | — | — | 0.3 | — | — | — | 0.3 |
| Manufacturing | 26.7 | 100.4 | 3.3 | 4.2 | 9.8 | 1.3 | — | — | 145.6 |
| Food, beverage and tobacco | 3.2 | 23.4 | 1.7 | 2.4 | 7.1 | — | — | — | 37.7 |
| Textile, clothing, footwear and leather | — | 7.1 | — | — | — | 1.3 | — | — | 8.4 |
| Wood and paper product | 0.5 | 2.8 | — | — | — | — | — | — | 3.3 |
| Printing, publishing and recorded media | 0.7 | 6.2 | — | — | 1.4 | — | — | — | 8.3 |
| Petroleum, coal, chemical and associated product | 2.0 | 4.5 | — | 1.0 | 0.1 | — | — | — | 7.5 |
| Metal product; Machinery and equipment | 20.3 | 53.0 | 1.6 | 0.9 | 1.2 | — | — | — | 76.9 |
| Other manufacturing | — | 3.4 | — | — | — | — | — | — | 3.5 |
| Electricity, gas and water supply | 0.6 | 10.0 | — | — | 2.7 | — | — | — | 13.3 |
| Construction | 34.9 | 43.7 | 4.0 | 1.5 | 23.6 | — | 0.1 | 0.1 | 107.8 |
| Wholesale trade; Retail trade | — | 0.1 | — | — | — | — | — | — | 0.1 |
| Transport and storage | 6.4 | 19.9 | 5.5 | 0.1 | 4.0 | 0.1 | 0.2 | — | 36.3 |
| Road transport | 3.2 | 9.4 | 1.4 | 0.1 | 1.4 | — | 0.2 | — | 15.6 |
| Rail transport | — | 6.8 | 3.7 | — | 0.4 | — | — | — | 10.9 |
| Air and space transport | 0.1 | 0.7 | 0.1 | — | 1.2 | — | — | — | 2.2 |
| Stevedoring | 1.3 | 1.1 | 0.3 | — | 1.0 | — | — | — | 3.6 |
| Other transport, other services to transport, storage | 1.8 | 1.9 | — | — | 0.1 | 0.1 | — | — | 4.0 |
| Communication services | 3.4 | 5.1 | 1.5 | 0.3 | 0.9 | 0.1 | — | 0.1 | 11.4 |
| Finance and insurance; Property and business services | 7.2 | 4.1 | 2.5 | 1.2 | 0.4 | 0.3 | 0.1 | 0.2 | 15.8 |
| Government administration and defence | 1.3 | 2.7 | 3.9 | 0.5 | 1.1 | 0.3 | 0.2 | 1.7 | 11.7 |
| Education; Health and community services | 13.9 | 25.7 | 41.8 | — | 8.9 | 3.6 | — | 0.1 | 94.0 |
| Cultural, recreational, personal and other services | 0.6 | 0.3 | 0.1 | — | — | — | — | — | 1.0 |
| Total | 153.7 | 212.1 | 92.0 | 8.0 | 60.1 | 5.7 | 0.5 | 2.1 | 534.2 |

INDUSTRIAL DISPUTES ENDING DURING THE YEAR, By Cause of Dispute

| <i>Cause of dispute</i> | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 |
|-------------------------|------|------|------|------|------|------|
|-------------------------|------|------|------|------|------|------|

WORKING DAYS LOST ('000)

| | | | | | | |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Wages | 23.2 | 137.0 | 140.6 | 155.7 | 247.1 | 108.7 |
| Hours of work | 0.3 | 3.5 | 5.4 | 2.7 | 8.3 | 4.0 |
| Leave, pensions, compensation | 15.0 | 12.3 | 19.0 | 16.4 | — | 4.3 |
| Managerial policy | 224.0 | 271.2 | 158.9 | 207.3 | 426.5 | 234.4 |
| Physical working conditions | 27.2 | 18.9 | 17.6 | 24.8 | 19.6 | 14.9 |
| Trade unionism | 47.2 | 10.5 | 7.8 | 22.8 | 46.6 | 7.2 |
| Other | 606.1 | 134.1 | 165.6 | 125.6 | 183.3 | 71.9 |
| Total | 943.0 | 587.3 | 514.8 | 555.1 | 931.4 | 445.3 |

WORKING DAYS LOST (%)

| | | | | | | |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Wages | 2.5 | 23.3 | 27.3 | 28.0 | 26.5 | 24.4 |
| Hours of work | — | 0.6 | 1.0 | 0.5 | 0.9 | 0.9 |
| Leave, pensions, compensation | 1.6 | 2.1 | 3.7 | 3.0 | — | 1.0 |
| Managerial policy | 23.7 | 46.2 | 30.9 | 37.3 | 45.8 | 52.6 |
| Physical working conditions | 2.9 | 3.2 | 3.4 | 4.5 | 2.1 | 3.3 |
| Trade unionism | 5.0 | 1.8 | 1.5 | 4.1 | 5.0 | 1.6 |
| Other | 64.3 | 22.8 | 32.2 | 22.6 | 19.7 | 16.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

| Cause of dispute | Coal mining | Other mining | Metal product; Machinery & equipment mfg | Other mfg | Construction | Transport & storage; Communication services | Education; Health & community services | Other industries (a) | All industries |
|-------------------------------|-------------|--------------|--|-----------|--------------|---|--|----------------------|----------------|
| NUMBER OF DISPUTES | | | | | | | | | |
| Wages | 11 | — | 6 | 4 | 24 | 8 | 3 | 4 | 57 |
| Hours of work | n.p. | — | n.p. | — | n.p. | — | — | — | 8 |
| Leave, pensions, compensation | n.p. | — | n.p. | n.p. | 6 | — | — | n.p. | 12 |
| Managerial policy | 61 | n.p. | 29 | 16 | 42 | 48 | 18 | 28 | 238 |
| Physical working conditions | 23 | n.p. | 7 | — | 23 | 6 | — | — | 60 |
| Trade unionism | 24 | — | 5 | n.p. | 6 | 8 | — | n.p. | 46 |
| Other | n.p. | n.p. | n.p. | n.p. | 7 | 9 | 3 | 5 | 23 |
| Total | 124 | 5 | 53 | 25 | 110 | 83 | 24 | 40 | 444 |

| | | | | | | | | | |
|-------------------------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| EMPLOYEES INVOLVED ('000) | | | | | | | | | |
| Wages | 3.9 | — | 2.3 | 2.2 | 6.3 | 5.5 | 3.7 | 0.5 | 24.4 |
| Hours of work | 0.4 | — | 0.1 | — | — | 3.2 | — | — | 3.7 |
| Leave, pensions, compensation | — | — | 0.1 | 0.2 | 2.0 | — | — | 0.1 | 2.4 |
| Managerial policy | 15.5 | 0.2 | 14.2 | 7.1 | 8.4 | 25.4 | 59.4 | 23.7 | 153.8 |
| Physical working conditions | 4.4 | — | 0.3 | — | 6.6 | 0.7 | — | — | 12.0 |
| Trade unionism | 3.9 | — | 1.3 | 0.1 | 0.6 | 1.3 | — | 0.2 | 7.3 |
| Other | 0.6 | 0.5 | 3.4 | 3.1 | 11.5 | 2.2 | 18.7 | 20.0 | 60.0 |
| Total | 28.7 | 0.7 | 21.8 | 12.6 | 35.4 | 38.2 | 81.8 | 44.4 | 263.6 |

| | | | | | | | | | |
|-------------------------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| WORKING DAYS LOST ('000) | | | | | | | | | |
| Wages | 10.9 | — | 20.7 | 14.5 | 49.0 | 11.0 | 2.0 | 0.5 | 108.7 |
| Hours of work | 0.4 | — | 0.1 | — | 0.1 | 3.4 | — | — | 4.0 |
| Leave, pensions, compensation | — | — | 0.1 | 2.2 | 1.9 | — | — | 0.1 | 4.3 |
| Managerial policy | 68.6 | 0.2 | 23.1 | 20.3 | 6.4 | 24.9 | 61.9 | 28.9 | 234.4 |
| Physical working conditions | 5.2 | — | 0.3 | — | 9.1 | 0.3 | — | — | 14.9 |
| Trade unionism | 4.1 | — | 1.3 | 0.1 | 1.0 | 0.6 | — | — | 7.2 |
| Other | 6.5 | 0.9 | 3.9 | 4.3 | 12.4 | 2.8 | 30.1 | 11.1 | 71.9 |
| Total | 95.7 | 1.1 | 49.5 | 41.4 | 79.9 | 43.1 | 93.9 | 40.8 | 445.3 |

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

| <i>Duration of dispute</i> | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 |
|----------------------------|------|------|------|------|------|------|
|----------------------------|------|------|------|------|------|------|

WORKING DAYS LOST ('000)

| | | | | | | |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Up to and including 1 day | 674.4 | 142.8 | 72.9 | 132.9 | 202.3 | 120.5 |
| Over 1 and up to and including 2 days | 102.4 | 262.8 | 123.4 | 104.1 | 144.9 | 102.9 |
| Over 2 and less than 5 days | 73.7 | 106.5 | 104.6 | 154.7 | 466.4 | 46.2 |
| 5 and less than 10 days | 30.9 | 40.1 | 147.2 | 97.6 | 53.4 | 78.5 |
| 10 and less than 20 days | 16.7 | 32.3 | 58.9 | 28.4 | 17.9 | 39.2 |
| 20 days and over | 44.9 | 2.8 | 7.7 | 37.5 | 46.5 | 58.0 |
| Total | 943.0 | 587.3 | 514.8 | 555.1 | 931.4 | 445.3 |

WORKING DAYS LOST (%)

| | | | | | | |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Up to and including 1 day | 71.5 | 24.3 | 14.2 | 23.9 | 21.7 | 27.1 |
| Over 1 and up to and including 2 days | 10.9 | 44.7 | 24.0 | 18.8 | 15.6 | 23.1 |
| Over 2 and less than 5 days | 7.8 | 18.1 | 20.3 | 27.9 | 50.1 | 10.4 |
| 5 and less than 10 days | 3.3 | 6.8 | 28.6 | 17.6 | 5.7 | 17.6 |
| 10 and less than 20 days | 1.8 | 5.5 | 11.4 | 5.1 | 1.9 | 8.8 |
| 20 days and over | 4.8 | 0.5 | 1.5 | 6.7 | 5.0 | 13.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

| Method of settlement | Coal mining | Other mining | Metal product; Machinery & equipment mfg | Other mfg | Construction | Transport & storage; Communication services | Education; Health & community services | Other industries (a) | All industries |
|---|-------------|--------------|--|-------------|--------------|---|--|----------------------|----------------|
| NUMBER OF DISPUTES | | | | | | | | | |
| Negotiation | 20 | n.p. | n.p. | n.p. | 27 | 12 | n.p. | n.p. | 74 |
| State legislation | 6 | n.p. | n.p. | 4 | 7 | n.p. | n.p. | 3 | 26 |
| Federal and joint Federal-State legislation | n.p. | — | 4 | 7 | n.p. | 12 | n.p. | 5 | 36 |
| Resumption without negotiation | 94 | n.p. | 44 | 7 | 68 | 53 | 18 | 30 | 302 |
| Other methods including mediation | n.p. | — | — | n.p. | n.p. | n.p. | n.p. | — | 6 |
| Total | 124 | 5 | 53 | 25 | 110 | 83 | 24 | 40 | 444 |
| EMPLOYEES INVOLVED ('000) | | | | | | | | | |
| Negotiation | 3.5 | 0.1 | 1.0 | 2.2 | 7.5 | 3.1 | 0.1 | 0.2 | 17.8 |
| State legislation | 1.1 | — | 0.6 | 0.5 | 0.9 | 4.1 | 0.9 | 0.1 | 8.2 |
| Federal and joint Federal-State legislation | 4.8 | — | 2.1 | 5.8 | 1.9 | 5.7 | 0.3 | 0.3 | 20.9 |
| Resumption without negotiation | 19.2 | 0.6 | 18.0 | 4.1 | 25.0 | 25.3 | 80.4 | 43.8 | 216.3 |
| Other methods including mediation | 0.2 | — | — | 0.1 | 0.1 | — | — | — | 0.4 |
| Total | 28.7 | 0.7 | 21.8 | 12.6 | 35.4 | 38.2 | 81.8 | 44.4 | 263.6 |
| WORKING DAYS LOST ('000) | | | | | | | | | |
| Negotiation | 4.6 | 0.1 | 1.0 | 10.6 | 46.3 | 8.1 | 0.1 | 0.2 | 71.0 |
| State legislation | 4.0 | — | 9.6 | 6.5 | 2.1 | 5.2 | 3.6 | 0.5 | 31.6 |
| Federal and joint Federal-State legislation | 49.2 | — | 15.0 | 12.1 | 8.3 | 5.5 | 0.2 | 0.3 | 90.6 |
| Resumption without negotiation | 37.5 | 1.0 | 23.9 | 11.2 | 23.0 | 24.2 | 90.0 | 39.8 | 250.6 |
| Other methods including mediation | 0.4 | — | — | 0.9 | 0.2 | — | — | — | 1.6 |
| Total | 95.7 | 1.1 | 49.5 | 41.4 | 79.9 | 43.1 | 93.9 | 40.8 | 445.3 |

(a) Comprises Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

| | <i>Disputes</i> | <i>Total employees involved..</i> | | <i>Working days lost.....</i> | |
|------------------------|-----------------|-----------------------------------|--------------|-------------------------------|--------------|
| | <i>no.</i> | <i>'000</i> | <i>%</i> | <i>'000</i> | <i>%</i> |
| EMPLOYEES INVOLVED | | | | | |
| Under 50 | 105 | 3.1 | 1.2 | 4.3 | 1.0 |
| 50 and under 100 | 74 | 5.2 | 2.0 | 7.3 | 1.6 |
| 100 and under 200 | 102 | 14.5 | 5.5 | 34.5 | 7.7 |
| 200 and under 400 | 83 | 23.2 | 8.8 | 66.0 | 14.8 |
| 400 and under 1 000 | 47 | 27.4 | 10.4 | 60.8 | 13.7 |
| 1 000 and under 2 000 | 10 | 14.3 | 5.4 | 53.2 | 12.0 |
| 2 000 and under 3 000 | 9 | 22.8 | 8.7 | 32.7 | 7.4 |
| 3 000 and over | 14 | 153.1 | 58.1 | 186.6 | 42.0 |
| Total | 444 | 263.6 | 100.0 | 445.3 | 100.0 |
| WORKING DAYS LOST | | | | | |
| 10 and under 100 | 184 | 12.2 | 4.6 | 7.7 | 1.7 |
| 100 and under 500 | 170 | 42.4 | 16.1 | 38.7 | 8.7 |
| 500 and under 1 000 | 38 | 23.2 | 8.8 | 26.1 | 5.9 |
| 1 000 and under 2 000 | 14 | 10.3 | 3.9 | 20.7 | 4.6 |
| 2 000 and under 5 000 | 14 | 13.7 | 5.2 | 43.6 | 9.8 |
| 5 000 and under 10 000 | 12 | 63.3 | 24.0 | 83.1 | 18.7 |
| 10 000 and over | 12 | 98.6 | 37.4 | 225.4 | 50.6 |
| Total | 444 | 263.6 | 100.0 | 445.3 | 100.0 |

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (Cat. no. 6321.0) issued monthly.

2 Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- Disputes which occurred during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned.
- Disputes which ended during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.

COVERAGE

3 The statistics in this publication relate to disputes which involved stoppages of work of 10 working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by 10 people in one day, regardless of the length of the stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

4 The statistics of working days lost relate to the losses due to industrial disputes only (see the definition of 'Disputes' in the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services and power cuts are not included.

5 The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages, e.g. State or Territory or Australia-wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

TYPE OF DISPUTE

6 Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignation.

CHANGE IN METHODOLOGY

7 The basis for the calculation of working days lost per thousand employees was changed in *Industrial Disputes, Australia, 1994* (Cat. no. 6322.0) to use estimates of employees taken from the Australian Bureau of Statistics' (ABS) Labour Force Survey only. Estimates have been recalculated on this basis for each 12 month period back to December 1990 and are available on request. For the 1987 to 1993 editions of this publication, estimates of employees were taken predominantly from the ABS Survey of Employment and Earnings (*Wage and Salary Earners, Australia* (Cat. no. 6248.0)).

8 The basis for the calculation of the number of disputes was changed in *Industrial Disputes, Australia, 1992* (Cat. no. 6322.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State or Territory were counted as a separate dispute in each industry and State or Territory and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State or Territory is counted once in each industry and/or State or Territory, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with the International Labour Organisation guidelines. This change does not affect the estimates of employees involved or working days lost.

INDUSTRY CLASSIFICATION

9 Industry information for 1994 shown in tables 2, 5, 6, 7, 9 and 11 is classified according to the Australian and New Zealand Standard Industrial Classification. For more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993* (Cat. no. 1292.0). It replaces the Australian Standard Industrial Classification (ASIC), which had been in use for many years. Data for periods prior to 1994 in table 2 have been classified only according to ASIC.

RELIABILITY OF ESTIMATES

10 Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

RELATED PUBLICATIONS

- 11** ABS publications and standard data services which may be of interest are:
- *Employment Benefits, Australia, August 1994*, (Cat. no. 6334.0.40.001)—irregular
 - *Industrial Disputes, Australia*, (Cat. no. 6321.0)—issued monthly
 - *Labour Force, Australia*, (Cat. no. 6203.0)—issued monthly
 - *Labour Statistics, Australia, 1997* (Cat. no. 6101.0)—issued irregularly
 - *Trade Union Members, Australia, August 1996* (Cat. no. 6325.0)—issued two-yearly
 - *Trade Union Statistics, Australia, June 1996* (Cat. no. 6323.0)—discontinued
 - *Weekly Earnings of Employees (Distribution), Australia, August 1997* (Cat. no. 6310.0)—issued annually
 - *Working Arrangements, Australia, August 1997* (Cat. no. 6342.0)—issued two-yearly

12 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days.

UNPUBLISHED STATISTICS

13 A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by State and Territory, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and the associated charges should be directed to Sophie Vassiliou on Melbourne 03 9615 7058.

GLOSSARY

Cause of dispute The statistics for cause of industrial disputes relate to the reported main cause of stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

Wages. Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which the other claims are deemed to be the most important are included under the relevant clause. Disputes over award restructuring are included under managerial policy.

Leave, pensions, compensation. Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

Managerial policy. Disputes concerning the exercise of managerial control by employers, e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards and agreements; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimisation of union officials; employment of particular persons; disagreement with managerial decisions.

Physical working conditions. Disputes concerning physical working conditions and safety issues, e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

Trade unionism. Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

Hours of work. Claims involving general principles relating to hours of work, e.g. decrease (increase) in hours; distribution of hours.

Other. Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, e.g. political matters; fining and jailing of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

Disputes For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

A dispute affecting more than one industry and/or State or Territory is counted once in each industry and State or Territory but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State or Territory were counted differently (refer to paragraph 8 of the Explanatory Notes for details).

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

Disputes which occurred during the year *Disputes which occurred during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.
- began in the year being measured and continued into the next year; or
- started in the previous year, continued through the year being measured and into the next year.

Disputes which ended during the year *Disputes which ended during the year* encompasses those disputes which:

- started in a previous year and ended in the year being measured; or
- began and ended in the year being measured.

Duration of dispute The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

Employees *Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building subcontractors, owner-drivers of trucks) and employers.

Employees directly involved are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

Employees indirectly involved are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded (see paragraph 4 of the Explanatory Notes).

Employees *continued*

Total employees involved for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

Method of settlement

Statistics of the *method of settlement* of industrial disputes relate to the method directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Commonwealth legislation. The classification of method of settlement is as follows:

Negotiation. Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation.

State legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

Federal and joint Federal-State legislation. Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial relations commissions created by or constituted under the Workplace Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other Acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

Resumption without negotiation. This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

Other methods. Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

GLOSSARY *continued*

| | |
|---|---|
| Working days lost | <i>Working days lost</i> refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute. |
| Working days lost per thousand employees | <i>Working days lost per thousand employees</i> are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Labour Force Survey. Refer to paragraph 7 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from the 1994 edition of this publication. |

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